

## Upcoming Events

May 2023

[AANHPI Heritage Month](#)

[Jewish American Heritage Month](#)

[Mental Health Awareness Month](#)

[Older Americans Month](#)

**National Nurses Week**

May 6–12

**Public Service Recognition Week**

May 7–13

[Military Spouse Appreciation Day](#)

May 12

**Mother's Day**

May 14

[Women's Health Week](#)

May 14–20

[Armed Forces Day](#)

May 20

[Memorial Day](#)

May 29

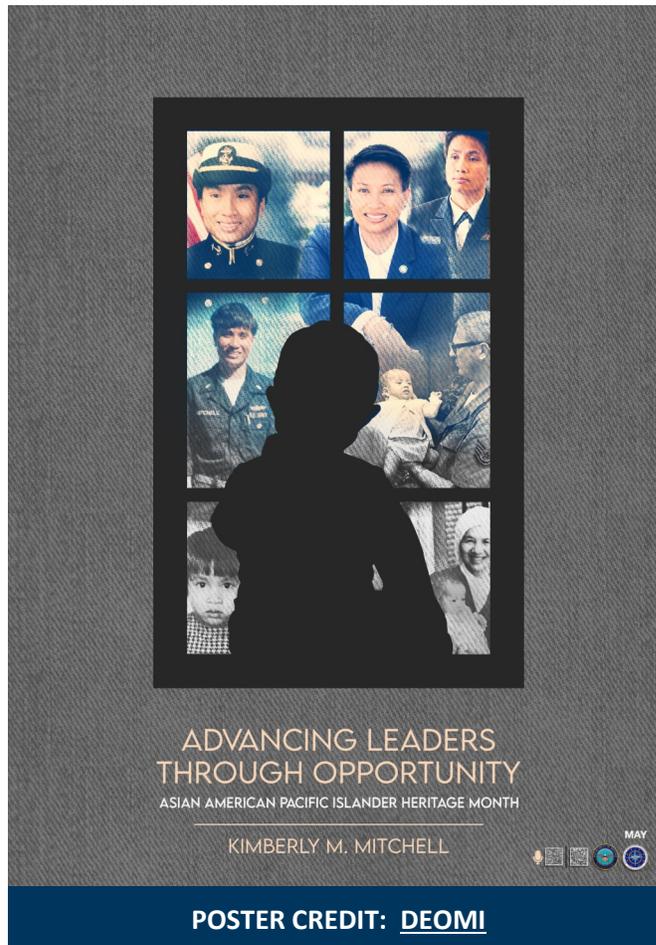
## ORMDI

### Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing or harassment prevention. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office. The harassment prevention procedures do not affect rights under the EEO complaint process. Harassment should be reported immediately to a manager or supervisor, Harassment Prevention Coordinator, or the Harassment Prevention Program. For Alternative Dispute Resolution (ADR) services, email the Office of the Chief Human Capital Officer [ADR team](#).

## Commemorate

### Asian American, Native Hawaiian and Pacific Islander Heritage Month



This May, VA joins the Nation in observing Asian American, Native Hawaiian and Pacific Islander (AANHPI) Heritage Month. This year's theme is "Advancing Leaders Through Opportunity" and addresses, "the foundation of our great Nation and thus America is known to be the land of opportunity...Through providing advancement opportunities, organizations can reduce the barriers to professional progression and consequently reduce employee turnover and increase satisfaction. A

successful organization invests in its employees' professional development by providing opportunities that enable the employees to refine their skills and enhance their leadership abilities" ([Federal Asian Pacific American Council](#)).

As of March 2023, AANHPIs represent 5.31% of the Relevant Civilian Labor Force and 9.67% of VA employees (43,054 employees). This is an increase of over 5,300 employees from fiscal year 2020. AANHPIs make up 4.66% (5,768 employees) of the 123,647 Veterans employed by the VA.

"Generations of Asian-Pacific Americans have proudly served our nation with honor and courage in wars and conflicts, including most recently in Operation Iraqi Freedom and Operation Enduring Freedom. Today, as in the past, their dedication and service to advancing peace in a troubled world upholds the values that make our country strong" ([U.S. Army](#)).

For more information on [VA's AANHPI Special Emphasis Program \(SEP\)](#), contact Ms. Tynnetta Lee, VA's Departmental AANHPI SEP Manager, ORMDI.



DAS Johnson

## Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

Public Service Recognition Week (PSRW) is an annual celebration held during the first full week of May to honor the country’s federal, state, county and local government employees for their contributions to public service. During PSRW, the VA celebrates and honors its public servants for their dedication in fulfilling VA’s mission of caring for our Nation’s Veterans, their families, caregivers and survivors.

This year, from May 7-13, 2023, VA facilities across the Nation will take part in virtual events that salute and enrich our workforce. Employees can look forward to various activities that provide opportunities to connect with fellow colleagues, promote self-care and foster their creativity!

Scheduled events include:

**Monday, May 8, is PSRW Kick Off Day.** VA employees are encouraged to take some time to visit the PSRW Celebration Hub, familiarize themselves with the week of events and download available materials. Cake Cutting Celebrations will be taking place all week during PSRW. Please check with your local canteen for exact dates and times.

**Tuesday, May 9, is Thank You Day.** Today, VA employees are encouraged to show a little extra kindness/appreciation to fellow colleagues and volunteers by sending VA Gratitude messages, I-CARE Certificates, or Own the Moment Cards throughout the day.

**Wednesday, May 10, is Wellness Day 3.0.** Today, employees can participate in various activities that focus on mental and physical wellness.

**Thursday, May 11, is Team Day.** Today is all about connecting with your fellow teammates over a shared activity. Suggestions will be provided.

**Friday, May 12, is Gallery Day.** During the month of April, the Office of Resolution Management, Diversity & Inclusion collected photos, pieces of creative writing, digital depictions of paintings, drawings, sculptures, or other works of art from employees for the VArt Challenge. All artwork will be on full display today.

Visit the PSRW Celebration Hub to participate in any of these events. A [video summarizing the week of events](#) is also available. Finally, please view my own [PSRW video message](#). To learn more about the history of Public Service Recognition Week, visit the [Partnership for Public Service website](#).



Thank you for your service and have a great Public Service Recognition Week!

## Commemorate

### Jewish American Heritage Month

VA joins the Nation in observing Jewish American Heritage Month this May. From the [Presidential Proclamation on Jewish American Heritage Month, 2022](#):

*In 1654, a small ship carrying 23 Jewish refugees sailed into the port of present-day New York City. Fleeing oppression and discrimination, these courageous women and men faced resistance from the colony’s leaders. Nevertheless, they secured the right to remain and became the first Jewish communal presence to settle on American soil. In so doing, they expanded the frontier of religious freedoms that would help define the bedrock principles upon which this Nation was built. During Jewish American Heritage Month, we honor these 23 refugees and the centuries of successive generations of Jewish Americans, who — shaped by their own encounters with prejudice, persecution, and the promise of a better tomorrow — have emboldened our Nation to stand up for justice, equality, and freedom.*

## CXO Fellowship

Applications open on May 1, 2023

Our work environments continue to change, and we need leaders who can face these challenges head on. With the Chief Executive Officer (CXO) Fellowship, you'll advance your skills – like critical thinking, creativity and innovation – and continue to hone and adapt these abilities for the rest of your career.

The CXO Fellowship is a virtual, year-long, cost-free, professional development program where you'll accelerate your professional growth and build a diverse network of rising leaders from across the Federal Government.

You may be the right fit if:

- You're a mid-level federal employee (GS-9 – GS-13) or Title 38 equivalent.
- You work in one of five functional areas: Human Capital, Acquisition/Procurement, Finance/Budget, Information Technology or Data.
- You have an interest in upskilling or learning from others within the industry.
- Your application is approved by your supervisor.
- You have a dedication for leadership and a drive for future leadership positions at VA.

The VA application for the CXO Fellowship program will be released on May 1, 2023, along with a full list of VA application requirements. There are many leadership development programs at VA, but the CXO Fellowship is highly selective – VA can only nominate 10 applicants per year (two from each functional area) to participate. All VA employees must apply through VA.

Contact the [VA CXO Fellowship Program](#) to access additional information on the CXO Fellowship Program.

## Introducing the VA Military Spouse and Family Employee Resource Group

By Shireen Lackey, Interim Co-Chair, VA Military Spouse and Family Employee Resource Group

The VA Military Spouse and Family Employee Resource Group (ERG) is a Department of Veterans Affairs (VA) ERG for VA employees interested in helping amplify the voices of military spouses and family members employed at VA. The ERG's focus is to work with VA leadership to address the unique challenges facing this sub-population of employees through creative, inclusive solutions, resources and other support.

The ERG is a grassroots effort started by employees who identified the impact they could have, not only supporting each other, but by bringing solutions to VA leadership. The ERG will advocate for policies to enhance recruitment, retention and morale of military spouses and family members to create an environment where they can be thriving contributors to the VA mission.

The ERG is run by two Interim Co-Chairs who have overseen this effort since early 2022. Currently, the ERG is building membership, with opportunities for leadership positions and involvement coming in the days ahead.

The ERG extends membership to all VA employees, and is welcomes anyone who identifies as part of this community. Consider joining if you are a:

- Military spouse or partner
- Family member of a current military service member
- Gold Star spouse or family member
- Spouse of a Veteran, including Retirees, and wish to support those experiencing the challenges related to active duty or activation
- Advocate or ally

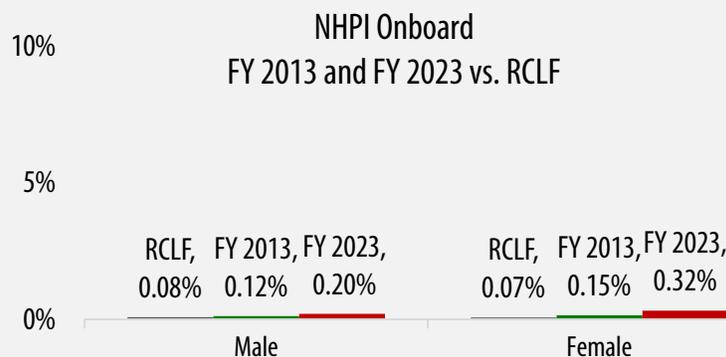
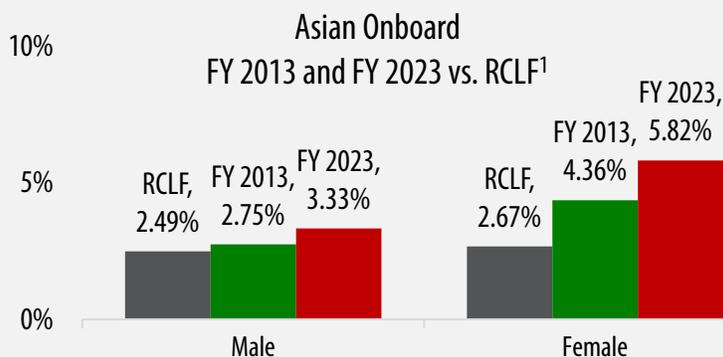
As previously mentioned, the ERG mission is to support the unique needs of VA employees in a relationship with someone currently serving. While family members of Retirees and Veterans are welcomed to join, the mission of the ERG will not extend to issues or concerns of VA employees who are family members of Veterans.

Reach out to [VA Military Spouses](#) to express interest in joining.

# ASIAN AMERICAN, NATIVE HAWAIIAN AND PACIFIC ISLANDER (AANHPI)

## EMPLOYMENT IN VA

### SINCE FY 2013, THE REPRESENTATION OF AANHPI HAS STEADILY INCREASED



**DID YOU KNOW TITLE-38 JOBS MAKE UP ABOUT 28% OF THE VA WORKFORCE? AND OVER 50% OF ASIAN EMPLOYEE POPULATION IS IN A TITLE-38 POSITION? DISAGGREGATING THE AANHPI WORKFORCE BY PAY PLAN PROVIDES CRITICAL INSIGHTS.**

| FY 2013 Permanent Onboard | Hispanic or Latino |        | White  |        | Black or African American |        | Asian  |        | NHPI   |        | American Indian or Alaska Native |        | Two or More Races |        | VA Total |
|---------------------------|--------------------|--------|--------|--------|---------------------------|--------|--------|--------|--------|--------|----------------------------------|--------|-------------------|--------|----------|
|                           | Male               | Female | Male   | Female | Male                      | Female | Male   | Female | Male   | Female | Male                             | Female | Male              | Female |          |
| <b>TITLE-38</b>           | 18.96%             | 26.14% | 25.47% | 33.55% | 8.20%                     | 20.56% | 48.42% | 55.59% | 17.90% | 26.32% | 19.00%                           | 28.38% | 11.51%            | 19.93% | 28.29%   |
| <b>ALL OTHER</b>          | 81.04%             | 73.86% | 74.53% | 66.45% | 91.80%                    | 79.44% | 51.58% | 44.41% | 82.10% | 73.68% | 81.00%                           | 71.62% | 88.49%            | 80.07% | 71.71%   |

### THE GS/GM LEADERSHIP PIPELINE IDENTIFIES A FAMILIAR TREND

#### FY 2023 GS/GM & Title-38 Equivalents<sup>2</sup>

#### FY 2023 GS/GM Only

| Pay Grade | Hispanic or Latino | White  | Black or African American | Asian         | NHPI         | All Other <sup>3</sup> | Pay Grade | Hispanic or Latino | White  | Black or African American | Asian        | NHPI         | All Other |
|-----------|--------------------|--------|---------------------------|---------------|--------------|------------------------|-----------|--------------------|--------|---------------------------|--------------|--------------|-----------|
|           |                    |        |                           |               |              |                        |           |                    |        |                           |              |              |           |
| GS-13     | 5.19%              | 67.69% | 16.50%                    | <b>8.73%</b>  | <b>0.32%</b> | 1.55%                  | GS-13     | 5.61%              | 69.07% | 15.26%                    | <b>8.13%</b> | <b>0.31%</b> | 1.62%     |
| GS-14     | 4.72%              | 70.64% | 16.86%                    | <b>6.08%</b>  | <b>0.24%</b> | 1.45%                  | GS-14     | 4.90%              | 70.37% | 17.20%                    | <b>5.75%</b> | <b>0.28%</b> | 1.51%     |
| GS-15     | 5.42%              | 62.01% | 6.33%                     | <b>24.42%</b> | <b>0.30%</b> | 1.52%                  | GS-15     | 3.99%              | 73.15% | 15.84%                    | <b>4.78%</b> | <b>0.19%</b> | 2.04%     |

### OVERALL, AANHPI HAVE MADE PROGRESS IN THE LAST 10 YEARS<sup>4</sup>

| Onboard | Year    | VA           |              | VHA          |              | VBA          |              | NCA          |              | VACO         |              |
|---------|---------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|         |         | Asian        | NHPI         |
| GS-13   | FY 2013 | 5.40%        | 0.13%        | 5.41%        | 0.14%        | 2.86%        | 0.00%        | 6.61%        | 0.83%        | 6.93%        | 0.15%        |
|         | FY 2023 | <b>8.13%</b> | <b>0.31%</b> | <b>8.88%</b> | <b>0.29%</b> | <b>3.57%</b> | <b>0.33%</b> | <b>2.25%</b> | <b>1.12%</b> | <b>8.19%</b> | <b>0.38%</b> |
| GS-14   | FY 2013 | 4.06%        | 0.09%        | 3.43%        | 0.11%        | 2.41%        | 0.00%        | 2.99%        | 0.00%        | 5.20%        | 0.09%        |
|         | FY 2023 | <b>5.75%</b> | <b>0.28%</b> | <b>5.37%</b> | <b>0.19%</b> | <b>4.92%</b> | <b>0.23%</b> | <b>4.59%</b> | <b>0.92%</b> | <b>6.66%</b> | <b>0.41%</b> |
| GS-15   | FY 2013 | 3.74%        | 0.29%        | 3.68%        | 0.00%        | 1.52%        | 1.02%        | 0.00%        | 0.00%        | 4.93%        | 0.43%        |
|         | FY 2023 | <b>4.78%</b> | <b>0.19%</b> | <b>4.92%</b> | <b>0.09%</b> | <b>1.69%</b> | <b>0.34%</b> | <b>2.94%</b> | <b>0.00%</b> | <b>5.86%</b> | <b>0.26%</b> |

<sup>1</sup> RCLF consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA occupations. RCLF data provided by the Census Bureau; based on 2010 Census. Workforce data as of March 2023 (FY 2023 Q2). <sup>2</sup> Includes Title-38 nurses only (0605 and 0610 occupations). <sup>3</sup> All Other race category includes American or Alaska Native and Two or More Races. <sup>4</sup> Excludes Title-38 equivalents.

# Training

## ORMDI Harassment Prevention Training

ORMDI hosts virtual “Overview of the Harassment Prevention Program (HPP)” classes the first Wednesday of each month from 9:30 a.m. to 10:30 p.m. EST and 1:30 to 2:30 p.m. EST. All employees and supervisors are welcome. Search for course item number 4563938 in TMS, and choose a date and time to register. ORMDI will also host “Overview of VA Handbook 5979 - Harassment Prevention Program Procedures” on May 17, June 21, July 19, August 16, September 20, October 18, November 15 and December 20 at 11 a.m. EST. Executives, managers, and supervisors are encouraged to attend. Search for course item number 4627175 in TMS, and choose a date and time to register.

## FAPAC NLTP

The [Federal Asian Pacific American Council \(FAPAC\) 38th National Leadership Training Program \(NLTP\)](#) will be held at the Westin Long Beach, California, May 8-11, 2023. The NLTP qualifies as a training activity in accordance with 5 U.S.C. Chapter 41 and 5 CFR 410.404. Costs associated with attending must be authorized by each employee’s organization. No centralized funding is available to pay for registration. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA’s Departmental Asian American, Native Hawaiian and Pacific Islander Special Emphasis Program Manager, ORMDI.

## 2023 ERG Summit

On May 17, 2023, from 10 a.m. to 4:45 p.m. EST, the U.S. Office of Personnel Management’s (OPM’s) Office of Diversity, Equity, Inclusion, and Accessibility (ODEIA) will host its 2023 Employee Resource Group (ERG) Summit: Building a Strategic Future. This virtual, no-cost, government-wide event will highlight the latest trends and strategies for building and sustaining successful ERGs. The Summit will provide Federal ERG leaders and members with the tools they need to maintain and sustain forward movement in making their agencies diverse and inclusive spaces to thrive. This informative one-day event will include a keynote and sessions to inform and provide strategic thinking and alignment to White House Initiatives and the Government-Wide Strategic Plan to Advance Diversity, Equity, Inclusion, and Accessibility in the federal workforce. Visit [2023 ERG Summit](#) to register. Registration is limited.

## 2023 AA and NHPI Federal Employee Conference

On Tuesday, May 23, join the White House Initiative on Asian Americans, Native Hawaiians and Pacific Islanders for an all-day conference in the Nation’s capital focused on supporting Asian American, Native Hawaiian and Pacific Islander (AA and NHPI) federal employees. Explore the most urgent challenges facing AA and NHPI public servants and identify ways to foster career advancement, develop leadership skills and strengthen the pipeline for AA and NHPs at all levels of the federal workforce. For more information or to RSVP, visit the [2023 AA and NHPI Federal Employee Conference website](#). This event is open to all federal employees. Individual registration is required.

## The Audacity to Fail Podcast

On this episode of [Audacity to Fail Podcast: misStepping Into Success](#), Dr. Shari Dade takes a moment to chat with Dr. Napoleon Wells, a Clinical Psychologist and Readjustment Counselor. He performs a full range of assessment, therapy and care management services for the Columbia Vet Center. Dr. Wells serves Veterans and their families and advocates for the interests of Black families. He carries the identities of polymath, chess player and Black speculative fiction author. Listen in for a discussion on how to take practical steps toward integrating DEI practices into the fabric of teams and leadership. The series is also available on the [Talent Management System](#).

## C20: Take Your 20 for Veteran Health

C20 is a 20-minute live, interactive webinar hosted by Dr. “Chai” Chad Kessler, VA’s National Director for Emergency Medicine. It brings together the VA community through discussions about clinical and health care issues facing Veterans and topics related to VA employee wellness, growth and retention. Join C20 every Tuesday and Thursday at 12 p.m. EST (recast Tuesdays and Thursdays at 4:30 p.m. EST). [Past C20 episodes](#) are available online.



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